

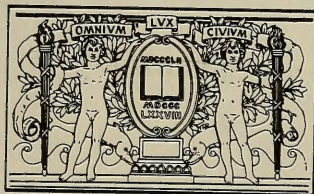
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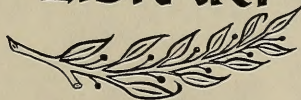
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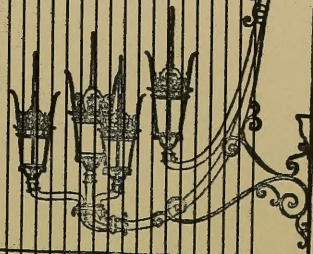
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COMPENSATION STRUCTURE

BOSTON REDEVELOPMENT AUTHORITY

DIRECTOR'S REVIEW OF
EMPLOYEE GS CLASSIFICATIONS AND SALARIES

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MEMORANDUM

SEPTEMBER 25, 1986

TO: BOSTON REDEVELOPMENT AUTHORITY, AND
STEPHEN COYLE, DIRECTOR

FROM: JOSEPH J. NOONAN, ASSISTANT DIRECTOR FOR MANAGEMENT AND
BUDGET

SUBJECT: ADOPTION OF THE GENERAL SCHEDULE SALARY SCALE USED FOR
FEDERAL CIVIL SERVICE EMPLOYEES

In order to establish a consistent basis for compensating Authority employees it is recommended that the Authority adopt the General Salary (GS) Schedule used for federal civil service employees.

The Federal GS structure uses grades, which define the level of skill and responsibility for a given position, and steps, which define the pay level for employees within a given grade. Movement up the steps within a grade indicates improved performance at a given level of skill and responsibility. Movement from one grade to a higher grade indicates an increase in the skill and responsibility of an employee's position.

The attached list includes a grade and step classification for each employee. These were set in accord with the organization plan adopted on August 14, 1986. The second attached list shows four general levels of skill and responsibility along with each category's relevant GS level. This structure provides a meaningful basis for setting salaries and evaluating performance relevant to pre-determined responsibilities. Note that though the Federal GS scale goes to a Grade-18, it is recommended that the Authority adopt the scale only up to and including Grade-16.

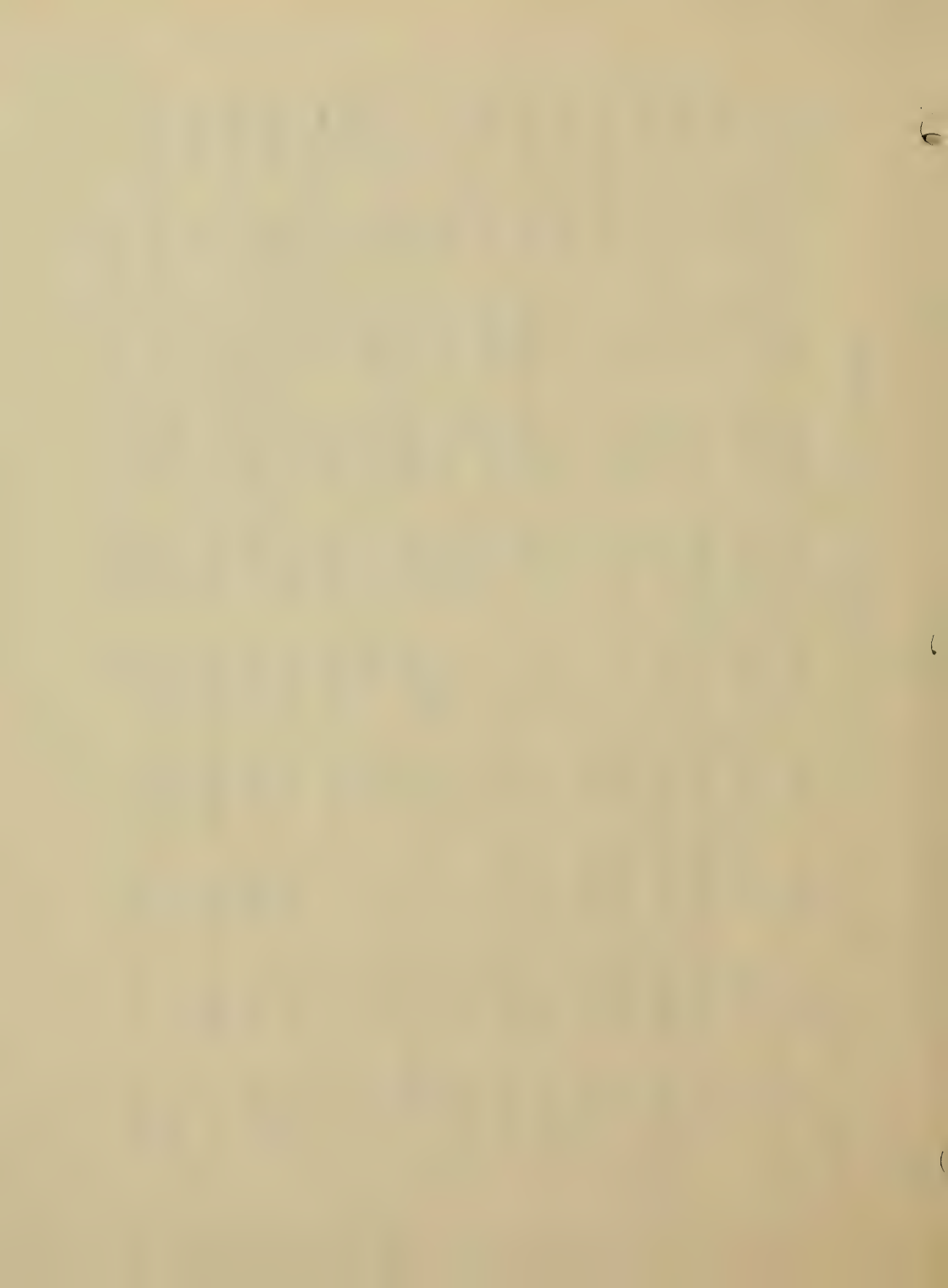
All employees were reclassified at a salary level which includes a cost-of-living increase of three percent, or a minimum of \$1,000, for all current employees hired before January 1, 1986, and a 1.5%, or a minimum of \$500, for all current employees hired since January 1, 1986. Salary increases due to cost of living adjustments are effective as of July 1, 1986. Changes in salaries due to reclassifications are effective as of August 17, 1986. No increase will be made in the salary of employees who were hired and began work after August 14, 1986.

An appropriate vote follows:

VOTED: That the Authority hereby adopt the Federal Civil Service General Schedule pay scale up to and including Grade-16 as its salary classification structure; and further that the Authority approve the revised grade-step classifications and the skill-responsibility categories as set forth in the accompanying schedules, with such classifications effective as of August 14, 1986.

1987 PAY SCHEDULE FOR FEDERAL WHITE-COLLAR WORKERS

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS 1	9,526	9,843	10,160	10,476	10,794	10,979	11,292	11,608	11,621	11,919
GS 2	10,711	10,965	11,319	11,621	11,752	12,098	12,444	12,790	13,136	13,482
GS 3	11,687	12,077	12,467	12,857	13,247	13,637	14,027	14,417	14,807	15,197
GS 4	13,119	13,556	13,993	14,430	14,867	15,304	15,741	16,178	16,615	17,052
GS 5	14,678	15,167	15,656	16,145	16,634	17,123	17,612	18,101	18,590	19,079
GS 6	16,360	16,905	17,450	17,995	18,540	19,085	19,630	20,175	20,720	21,265
GS 7	18,180	18,786	19,392	19,998	20,604	21,210	21,816	22,422	23,028	23,634
GS 8	20,135	20,806	21,477	22,148	22,819	23,490	24,161	24,832	25,503	26,174
GS 9	22,240	22,981	23,722	24,463	25,204	25,945	26,686	27,427	28,168	28,909
GS 10	24,492	25,308	26,124	26,940	27,756	28,572	29,388	30,204	31,020	31,836
GS 11	26,909	27,806	28,703	29,600	30,497	31,394	32,291	33,188	34,085	34,982
GS 12	32,251	33,326	34,401	35,476	36,551	37,626	38,701	39,776	40,851	41,926
GS 13	38,351	39,629	40,907	42,185	43,463	44,741	46,019	47,297	48,575	49,853
GS 14	45,319	46,830	48,341	49,852	51,363	52,874	54,385	55,896	57,407	58,918
GS 15	53,308	55,085	56,862	58,639	60,416	62,193	63,970	65,747	67,524	69,301
GS 16	62,522	64,606	66,690	68,774	70,858	72,942	75,026	77,110	79,194	



SKILL-RESPONSIBILITY LEVELS AND THE FEDERAL GS SCALE

EXECUTIVE LEVEL

Director/Executive Director	GS-16
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Assistant Directors/Executive Assistants	GS-15
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MANAGERIAL

Deputy Directors/Special Assistants	GS-13-14
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Office Directors	GS-12-13
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Specialists	GS-10-12
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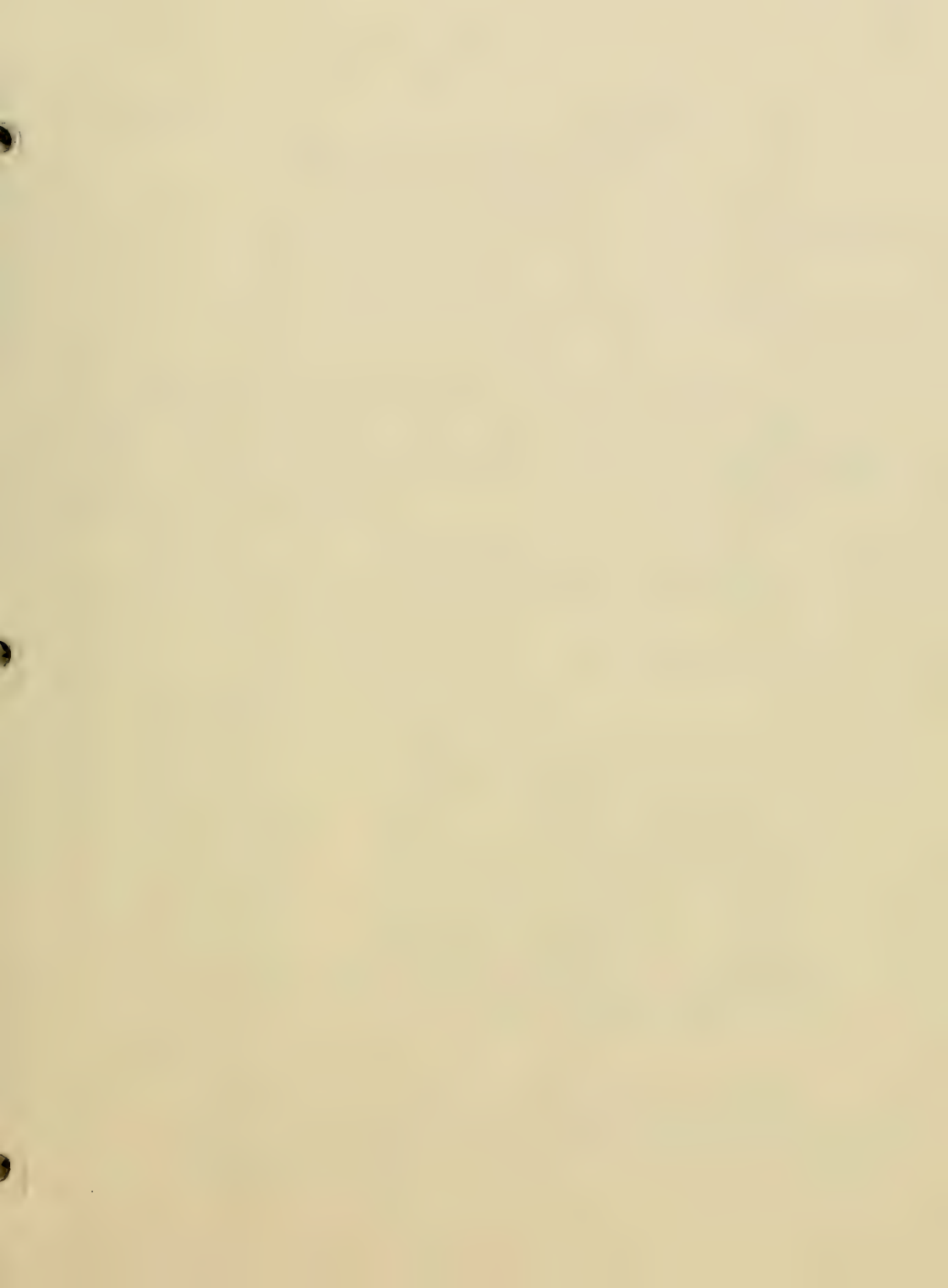
ADMINISTRATIVE

Operators/Secretaries/Clerical	GS-7-10
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MAINTENANCE

Foremen/Supervisors/Skilled Laborers	GS-3-7
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MEMORANDUM

SEPTEMBER 25, 1986

TO: BOSTON REDEVELOPMENT AUTHORITY AND
STEPHEN COYLE, DIRECTOR

FROM: JOSEPH J. NOONAN, ASSISTANT DIRECTOR FOR MANAGEMENT
AND BUDGET

SUBJECT: NEW ASSISTANT DIRECTORS AND DEPUTY DIRECTORS

On August 14, 1986, the Board approved an organization plan for the Authority. The plan calls for nine Assistant Directors, one for each department, and one to three Deputy Directors for each department. As a result of this plan it is recommended that four staff members be reclassified to the level of Assistant Directors and seventeen staff members be reclassified to the level of Deputy Director. The four designated Assistant Directors and their respective departments are:

John Leigh	Harbor Planning and Development
Linda Borque	Neighborhood Planning and Zoning
Paul Reavis	Engineering and Design Services
Michael Bartosiak	Real Estate Services

The following are to be reclassified to the Deputy Director level:

Kevin Morrison	General Counsel
John Mulhern	General Council
Kevin Lamb	Management and Budget
Douglas Mason	Management and Budget
John Avault	Policy Development and Research
Greg Perkins	Policy Development and Research
James English	Harbor Planning and Development
David Duncan	Harbor Planning and Development
Gay Forbes	Neighborhood Planning and Zoning
Wallace Oprin	Engineering and Design Services
Edward Dwyer	Real Estate Services
Michael Shea	Real Estate Services
Joseph George	Real Estate Services
Marc Older	Neighborhood Housing and Development
Muhammad Abdus-Sabur	Neighborhood Housing & Development
Muhammad Ali-Salaam	Neighborhood Housing & Development
William Whitney	Urban Design and Development

An appropriate vote follows:

VOTED: That these staff members be reclassified respectively as Assistant Directors or Deputy Directors for their respective departments at the salaries indicated on the accompanying sheet with all salary changes effective as of August 14, 1986.

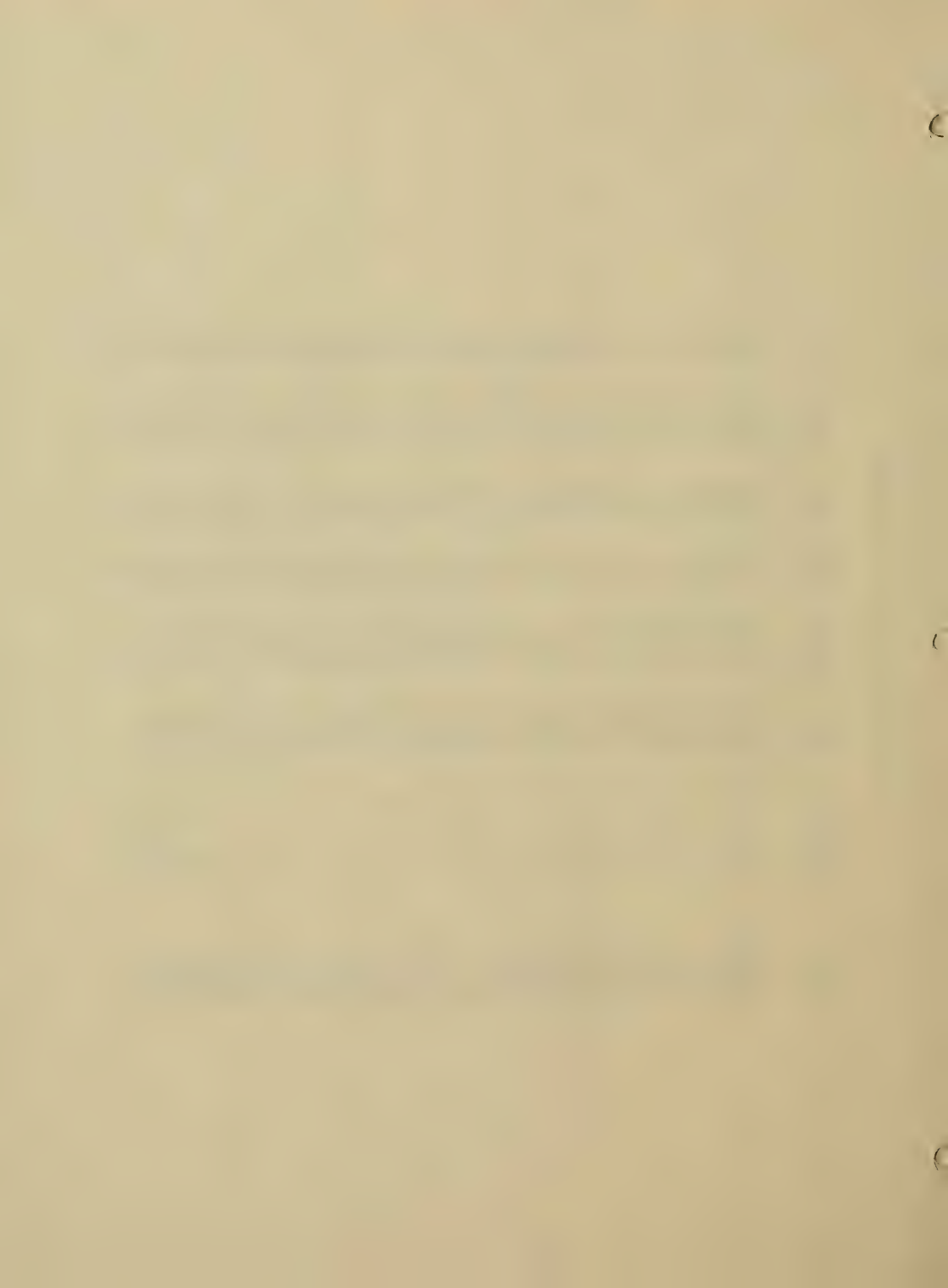
SALARIES FOR NEW ASSISTANT DIRECTORS AND DEPUTY DIRECTORS

<u>NAME</u>	<u>GRADE-STEP</u>	<u>SALARY</u>
John Leigh	15 - 1	\$53,308
Linda Borque	15 - 1	53,308
Paul Reavis	15 - 1	53,308
Michael Bartosiak	15 - 1	53,308
Kevin Morrison	13 - 5	43,463
John Mulhern	12 - *	47,480
Kevin Lamb	13 - 5	43,463
Douglas Mason	13 - 5	43,463
John Avault	13 - 6	44,741
Greg Perkins	13 - 1	38,351
James English	14 - 1	45,319
David Duncan	13 - 4	42,185
Gay Forbes	13 - 4	42,185
Wallace Orpin	13 - 9	48,575
Edward Dwyer	13 - 5	43,463
Michael Shea	13 - 1	38,351
Joseph George	13 - 1	38,351
Marc Older	14 - 1	45,319
Muhammad Abdus-Sabur	14 - 1	45,319
Muhammad Ali-Salaam	13 - 3	40,907
William Whitney	14 - 3	48,341

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
ABDUS-SABUR	14 - 1	45,319	45,319	0	0	0	NHD
ADAMS	12 - 9	40,851	38,825	2,026	1,165	861	EDS
ALI SALAAM	13 - 3	40,907	40,907	0	0	0	NHD
ALLEN	15 - 5	60,416	55,950	4,466	1,678	2,788	UDD
ARNOLD	11 - 6	31,394	28,809	2,585	1,000	1,585	M&B
AVAILT	13 - 6	44,741	44,741	0	0	0	PDR
BAGLIONE	7 - 4	19,998	18,695	1,303	1,000	303	M&B
BAKER, D.	12 - *	42,443	41,207	1,236	1,236	(0)	NHD
BARBATO	13 - 6	44,741	43,207	1,534	1,296	238	EDS
BARD	10 - 6	28,572	25,358	3,214	1,000	2,214	M&B
BARROS	12 - 8	39,776	38,400	1,376	1,152	224	UDD
BARTOSTAK	15 - 1	53,308	53,308	0	0	0	RES
BEARD	7 - 4	19,998	17,420	2,578	500	2,078	M&B
BEATON	8 - 5	22,819	21,381	1,438	1,000	438	RES
BELL	11 - 2	27,806	24,023	3,783	1,000	2,783	NPZ
BOURQUE	15 - 1	53,308	53,308	0	0	0	NPZ
BRESSLER	12 - 1	32,251	31,000	1,251	0	1,251	LAW
BROEMEL	11 - 6	31,394	28,839	2,555	1,000	1,555	NPZ
BROPHY	12 - 8	39,776	37,400	2,376	1,122	1,254	HPZ
BROGUILLARD	11 - 8	33,188	32,100	1,088	1,000	88	M&B
BROWN, GARY	11 - 7	32,291	31,034	1,257	1,000	257	HPZ
BROWN, J.	12 - 2	33,326	33,326	0	0	0	PDR
BROWN, M.	12 - 7	38,701	36,255	2,446	1,088	1,358	LAW
BURKE, E.	5 - 4	16,145	14,726	1,419	1,000	419	RES
BURKE, R.	12 - 4	35,476	35,000	476	0	476	HPZ
BURNS	11 - 1	26,909	25,000	1,909	500	1,409	NHD
BUTLER	4 - 5	14,867	12,758	2,109	1,000	1,109	M&B
BUTTIGLIERI	5 - 5	16,634	14,726	1,908	1,000	908	RES
CAHILL	12 - 6	37,626	35,300	2,326	1,059	1,267	LAW
CAMERON	12 - 2	33,326	33,000	326	0	326	NHD
CANAVAN	12 - 2	33,326	32,000	1,326	500	826	M&B
CAREY	6 - 6	19,085	17,000	2,085	1,000	1,085	DIR

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
CARLSON, D.	12 - 1	32,251	28,325	3,926	1,000	2,926	EDS
CARLSON, J.	13 - 2	39,629	36,050	3,579	1,081	2,498	LAW
CHANNELL	11 - 1	26,909	23,654	3,255	1,000	2,255	M&B
CHIN	9 - 1	22,240	19,795	2,445	1,000	1,445	M&B
CINCOTTA	9 - 7	26,686	24,205	2,481	1,000	1,481	NHD
CINELLI	6 - 6	19,085	17,222	1,863	1,000	863	RES
CLARK, B.	9 - 5	25,204	22,973	2,231	1,000	1,231	LAW
CLARK, D.	9 - 9	28,168	25,990	2,178	1,000	1,178	RES
CONNELLY	10 - 4	26,940	22,492	4,448	1,000	3,448	M&B
CONNOR	7 - 5	20,604	19,504	1,100	1,000	100	M&B
CONSTANTINO	9 - 5	25,204	22,072	3,132	1,000	2,132	UDD
COSTA	13 - *	50,520	49,049	1,471	1,471	(0)	M&B
COVIELLO	12 - *	43,129	41,873	1,256	1,256	(0)	RES
COYLE	16 - 2	64,606	64,500	106	0	106	DTR
DACEY	10 - 4	26,940	23,850	3,090	1,000	2,090	M&B
DALY	13 - 2	39,629	37,599	2,030	1,128	902	NHD
DANENBARGER	13 - 8	47,297	45,581	1,716	1,367	348	M&B
DEAMESTI	12 - 3	34,401	30,000	4,401	500	3,901	UDD
DEJESUS	7 - 4	19,998	18,025	1,973	1,000	973	NHD
DENNIS	7 - 6	21,210	19,500	1,710	1,000	710	NHD
DEROSA	7 - *	25,005	24,005	1,000	1,000	0	RES
DEVINE	7 - 9	23,028	20,800	2,228	1,000	1,228	RES
DEVITT	6 - *	21,862	20,862	1,000	1,000	0	NHD
DILLNORTH	12 - 5	36,551	31,930	4,621	1,000	3,621	NHD
DINNEEN	13 - 8	47,297	42,659	4,638	1,280	3,358	M&B
DOHERTY	6 - *	21,598	20,598	1,000	1,000	0	M&B
DONAHUE	9 - 4	24,463	21,400	3,063	1,000	2,063	M&B
DONLAN, J.	5 - 5	16,634	14,726	1,908	1,000	908	RES
DONNELLY	12 - *	43,962	42,682	1,280	1,280	(0)	EDS
DOWNEY	10 - 5	27,756	24,471	3,285	1,000	2,285	M&B
DRETER	14 - 2	46,830	45,000	1,830	1,350	480	DTR
DRISCOLL	12 - 8	39,776	38,110	1,666	1,143	522	LAW



EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
DUNCAN	13 - 4	42,185	42,185	0	0	0	HPZ
DUYER, E.	13 - 5	43,463	43,463	0	0	0	RES
DYZAK	7 - 4	19,998	14,726	5,272	1,000	4,272	RES
ENGLISH	14 - 1	45,319	45,319	0	0	0	HPZ
ERICKSON	12 - 6	37,626	36,340	1,286	1,090	196	UDD
FARIA	12 - 5	36,551	34,872	1,679	1,046	633	NHD
FARRELL	6 - 7	19,630	17,222	2,408	1,000	1,408	RES
FAVORITO	12 - 6	37,626	35,500	2,126	1,065	1,061	NHD
FEIN	11 - 5	30,497	28,355	2,142	1,000	1,142	UDD
FIELDS, B.	12 - 1	32,251	30,000	2,251	1,000	1,251	UDD
FIELDS, T.	7 - 4	19,998	18,036	1,962	1,000	962	EDS
FISCHMAN	13 - 6	44,741	43,344	1,397	1,300	97	UDD
FITZGERALD, J.	11 - 6	31,394	28,811	2,583	1,000	1,583	LAW
FUMARA	11 - 9	34,085	33,000	1,085	1,000	85	RES
FLAHERTY, L.	11 - 8	33,188	30,406	2,782	1,000	1,782	M&B
FLAHERTY, M.E.	7 - 6	21,210	18,725	2,485	1,000	1,485	DIR
FLEBOTTE	9 - 6	25,945	24,065	1,880	1,000	880	RES
FOLEY	3 - *	15,277	14,277	1,000	1,000	0	M&B
FONG	11 - 7	32,291	31,000	1,291	500	791	NHD
FORBES	13 - 4	42,185	42,185	0	0	0	NPZ
FRYE	8 - 6	23,490	21,000	2,490	1,000	1,490	DIR
FULCHER	5 - 5	16,634	14,726	1,908	1,000	908	RES
GAFFEY	6 - 6	19,085	17,597	1,488	1,000	488	RES
GANNON	9 - 6	25,945	23,754	2,191	1,000	1,191	EXD
GANZ	15 - 4	58,639	55,950	2,689	1,678	1,011	PDR
GARVER	15 - 2	55,085	53,300	1,785	1,599	186	DIR
GAUDETTE	9 - 4	24,463	20,330	4,133	1,000	3,133	EDS
GEORGE	13 - 1	38,351	30,497	7,854	0	7,854	RES
GIBBS	8 - 4	22,148	21,000	1,148	500	648	NHD
GLASSMAN	12 - 4	35,476	30,900	4,576	1,000	3,576	EDS
GOLDSTIEN	11 - 8	33,188	32,000	1,188	1,000	188	RES
GRACE	14 - 3	48,341	43,500	4,841	1,305	3,536	DIR

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
GRANT	11 - 6	31,394	30,030	1,364	500	864	M&B
GRAY	8 - 1	20,135	17,500	2,635	1,000	1,635	M&B
GREEN	11 - 3	28,703	28,000	703	500	203	UDD
GREENE	11 - 5	30,497	30,000	497	0	497	LAW
GRIFFIN	10 - 3	26,124	25,500	624	500	124	HPZ
GROCCIA	7 - 3	19,392	19,000	392	0	392	DIR
GYAMFI	7 - 9	23,028	21,847	1,181	1,000	181	NHD
HADZIPASIC	12 - 1	32,251	26,750	5,501	1,000	4,501	HPZ
HAFREY	11 - 2	27,806	26,044	1,762	1,000	762	PDR
HALE	7 - 5	20,604	20,000	604	0	604	M&B
HAMILTON	11 - 2	27,806	23,500	4,306	1,000	3,306	NPZ
HARDING	7 - 7	21,816	21,000	816	500	316	HPZ
HARRIS	7 - 5	20,604	18,618	1,986	1,000	986	EDS
HARRISON	6 - 7	19,630	18,200	1,430	1,000	430	HPZ
HEALY	8 - 5	22,819	20,335	2,484	1,000	1,484	M&B
HEBERT	11 - 2	27,806	25,145	2,661	1,000	1,661	EDS
HILDEBRAND	8 - 10	26,174	21,668	4,506	1,000	3,506	NPZ
HONG	12 - 8	39,776	37,139	2,637	1,114	1,523	EDS
HOMELL-JONES	6 - 6	19,085	16,831	2,254	1,000	1,254	RES
HUGGINS	14 - 1	45,319	40,050	5,269	1,201	4,068	DIR
HURLEY, D.	10 - 6	28,572	26,500	2,072	1,000	1,072	RES
HURLEY, K.	10 - 8	30,204	25,026	5,178	1,000	4,178	EDS
HURNEY	11 - 9	34,085	32,884	1,201	1,000	201	RES
HYDE	7 - 9	23,028	21,536	1,492	1,000	492	M&B
JACKLIN	12 - 2	33,326	31,271	2,055	1,000	1,055	NHD
JANJIGIAN	9 - 7	26,686	23,540	3,146	1,000	2,146	LAW
JANKOWSKI	9 - 1	22,240	18,200	4,040	1,000	3,040	M&B
JENNINGS-FLYNN	12 - 4	35,476	31,930	3,546	1,000	2,546	LAW
JOHNSON, M.	10 - 2	25,308	22,660	2,648	1,000	1,648	PDR
KAREN	13 - 2	39,629	35,280	4,349	1,058	3,291	UDD
KEARNEY, M.	11 - 6	31,394	28,206	3,188	1,000	2,188	RES
KELLNER	13 - 4	42,185	36,847	5,338	1,105	4,233	M&B

Type

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
KENNEALLY	10 - 6	28,572	26,750	1,822	1,000	822	RES
KING, KELLY	12 - 2	33,326	31,000	2,326	1,000	1,326	LAW
KING, KIM	10 - 3	26,124	25,000	1,124	1,000	124	PDR
KIY	12 - 1	32,251	31,000	1,251	500	751	UDD
KNOWLES	12 - 6	37,626	35,508	2,118	1,065	1,053	DIR
KOFF	12 - 8	39,776	37,941	1,835	1,138	697	NPZ
KOSTARAS	12 - 3	34,401	29,860	4,541	1,000	3,541	UDD
KOUGEAS	13 - *	56,554	54,907	1,647	1,647	(0)	LAW
KROIN	13 - 8	47,297	45,880	1,417	1,376	40	UDD
LAMB	13 - 5	43,463	43,463	0	0	0	M&B
LAHONT	11 - 2	27,806	23,500	4,306	1,000	3,306	NPZ
LANDRUM	7 - 10	23,634	22,263	1,371	1,000	371	UDD
LEBLANC	8 - 6	23,490	22,000	1,490	1,000	490	EDS
LEE	8 - 7	24,161	22,660	1,501	1,000	501	LAW
LEIGH	15 - 1	53,308	53,308	0	0	0	HPZ
LEWIS, MAJOR	11 - 8	33,188	31,475	1,713	1,000	713	NHD
LEWIS, MARGE	12 - 3	34,401	32,000	2,401	1,000	1,401	PDR
LOCKHART	5 - 3	15,656	14,726	930	1,000	(70)	RES
LOONEY	4 - 8	16,178	14,726	1,452	1,000	452	M&B
MAINES	9 - 5	25,204	25,000	204	0	204	M&B
MAISTROS	12 - 4	35,476	32,100	3,376	1,000	2,376	UDD
MAHORTA	11 - 6	31,394	31,000	394	0	394	HPZ
MANWING	5 - 5	16,634	14,726	1,908	1,000	908	RES
MARKS	7 - 7	21,816	20,800	1,016	1,000	16	M&B
MARTIN	6 - 9	20,720	16,349	4,371	1,000	3,371	RES
MASON	13 - 5	43,463	43,463	0	0	0	M&B
MASTROGIACOMO	8 - 2	20,806	16,480	4,326	1,000	3,326	NPZ
MATHIESON	12 - 8	39,776	37,749	2,027	1,132	895	NPZ
MCALIFFE	10 - 6	28,572	26,475	2,097	1,000	1,097	RES
MCBRIEN	9 - 10	28,909	27,528	1,381	1,000	381	EDS
MCCALL, J.	9 - 8	27,427	25,616	1,811	1,000	811	NHD
MCCANN	15 - 6	62,193	58,600	3,593	1,758	1,835	DIR

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
MCCLURE	12 - 3	34,401	32,000	2,401	1,000	1,401	PDR
MCCORMACK, D.	7 - 4	19,998	19,000	998	500	498	HPZ
MCCORMACK, M.	11 - 1	26,909	25,000	1,909	500	1,409	HPZ
MGILVRAY	13 - 6	44,741	42,651	2,090	1,280	811	NHD
MGINN	10 - 6	28,572	26,214	2,358	1,000	1,358	DIR
MCLAUGHLIN	6 - 3	17,450	15,933	1,517	1,000	517	RES
MCLENNAN	11 - 9	34,085	29,874	4,211	1,000	3,211	DIR
MENALLY, F.	9 - 5	25,204	22,152	3,052	1,000	2,052	M&B
MENAWARA, E.	5 - 3	16,634	14,726	1,908	1,000	908	RES
MENAWARA, W.	10 - 3	26,124	23,421	2,703	1,000	1,703	RES
MENELL	15 - 5	60,416	60,000	416	0	416	LAW
MEALEY	10 - 8	30,204	28,162	2,042	1,000	1,042	EXD
MEMOLO	14 - 3	48,341	44,872	3,469	1,346	2,123	DIR
MERTENS	12 - 6	37,626	34,783	2,843	1,043	1,800	EDS
MICHAUX	7 - 5	20,604	19,500	1,104	500	604	PDR
MILLER, D.	11 - 8	33,188	32,141	1,047	1,000	47	NHD
MILLETT	15 - 5	60,416	56,650	3,766	1,699	2,067	NHD
MINASTAN	11 - 5	30,497	27,528	2,969	1,000	1,969	EDS
MOK	8 - 2	20,806	20,000	806	500	306	M&B
MONESTIME	11 - 1	26,909	23,678	3,231	1,000	2,231	NHD
MONTERIO	10 - 7	29,388	27,805	1,583	1,000	583	NPZ
MOON	12 - 6	37,626	36,565	1,061	1,097	(36)	M&B
MORGAN, D.	8 - 4	22,148	18,540	3,608	1,000	2,608	LAW
MORGAN, J.	7 - 9	23,028	21,500	1,528	1,000	528	NHD
MORRISON	14 - 1	45,319	45,319	0	0	0	LAW
MUIRHEAD	12 - 5	36,551	33,160	3,391	1,000	2,391	UDD
MULHERN	14 - 3	48,341	46,097	2,244	1,383	861	LAW
MULLIGAN	10 - 3	26,124	22,000	4,124	1,000	3,124	RES
NEALON	5 - 6	17,123	14,726	2,397	1,000	1,397	RES
NETTZ	9 - 6	25,945	23,554	2,391	1,000	1,391	EDS
NETTER	15 - 4	58,639	56,640	1,999	1,699	300	LAW
NOONAN, J.	15 - 4	58,639	53,300	5,339	1,599	3,740	M&B

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

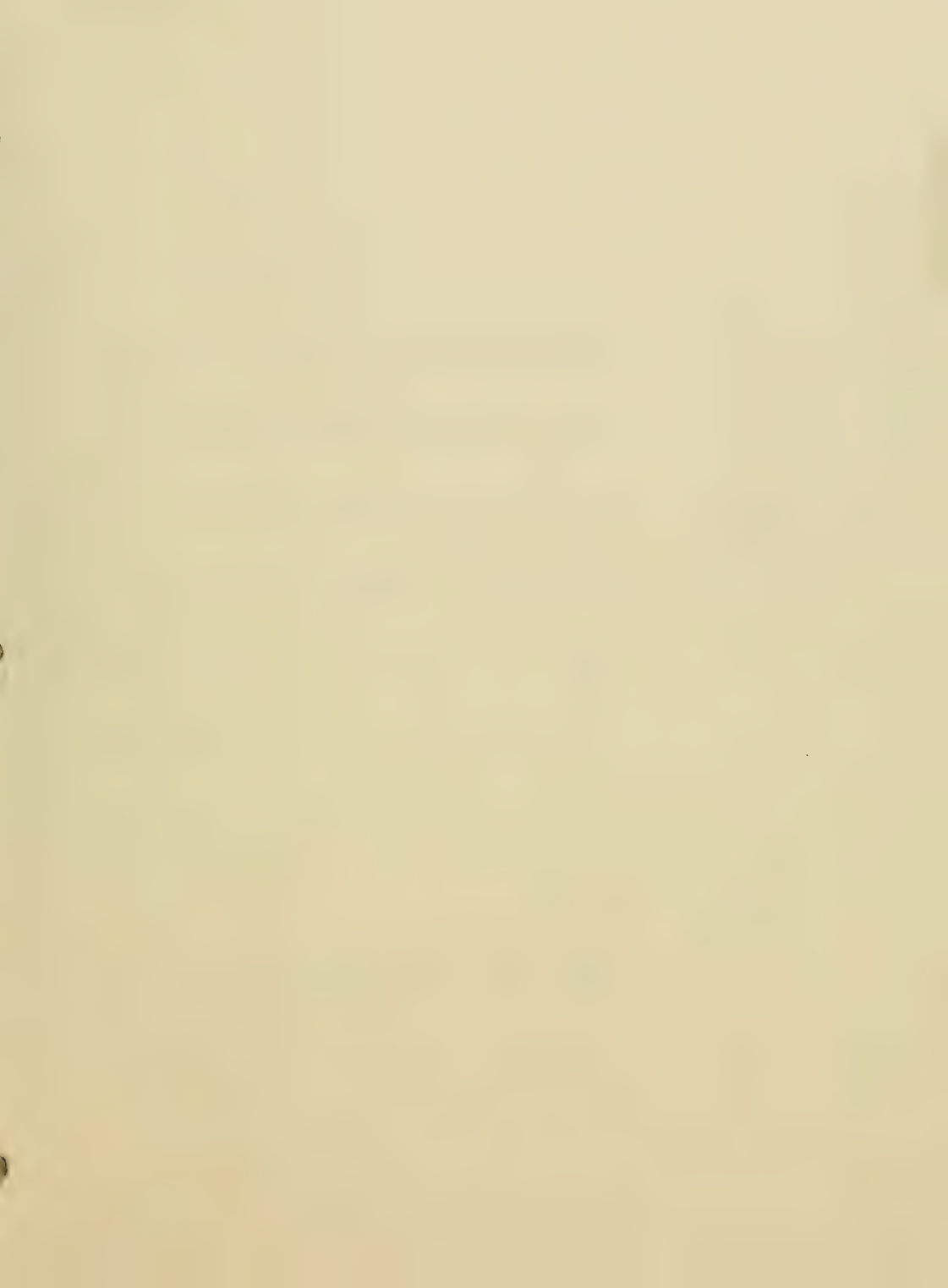
EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
O'CONNELL	4 - 4	14,430	12,740	1,690	500	1,190	M&B
O'DWYER, B.	8 - 3	21,477	18,923	2,554	1,000	1,554	M&B
O'DWYER, J.	6 - 7	19,630	18,221	1,409	1,000	409	RES
OLDER	14 - 1	45,319	45,319	0	0	0	NHD
ONANIAN	9 - 1	22,240	20,000	2,240	500	1,740	PDR
ORTOLA	10 - 1	24,492	20,598	3,894	1,000	2,894	PDR
ORMISTON	9 - 8	27,427	24,914	2,513	1,000	1,513	M&B
ORPIN	13 - 9	48,575	48,575	0	0	0	EDS
OSORIO	5 - 5	16,634	14,726	1,908	1,000	908	RES
PATROSE	12 - 3	34,401	29,425	4,976	1,000	3,976	UDD
PAULANTHONY	10 - 7	29,388	29,000	388	0	388	LAW
PEARMAN	8 - 6	23,490	21,536	1,954	1,000	954	EDS
PELLETIER	13 - 1	38,351	33,160	5,191	1,000	4,191	DIR
PENTA	8 - 10	26,174	24,710	1,464	1,000	464	RES
PERKINS	13 - 1	38,351	35,476	2,875	0	2,875	PDR
PERRY	9 - 3	23,722	21,512	2,210	1,000	1,210	M&B
QUIRK	8 - 2	20,806	18,000	2,806	1,000	1,806	EDS
REAVIS	15 - 1	53,308	53,308	0	0	0	EDS
REDD	8 - 7	24,161	21,956	2,205	1,000	1,205	M&B
REGAN	12 - 5	36,551	35,000	1,551	1,050	501	NHD
REILLY	12 - 9	40,851	39,489	1,362	1,185	178	HPZ
RHONE	7 - 4	19,998	18,725	1,273	1,000	273	DIR
RUSSELL	14 - 2	46,830	45,500	1,330	683	648	UDD
RYAN, A.	5 - 5	16,634	14,726	1,908	1,000	908	RES
RYAN, W.	6 - 6	19,085	17,638	1,447	1,000	447	RES
SALTERS	10 - 4	26,940	22,729	4,211	1,000	3,211	M&B
SARAVELAS	11 - 6	31,394	29,842	1,552	1,000	552	NPZ
SARTORIO	8 - 9	25,503	23,055	2,448	1,000	1,448	LAW
SCALFANI	7 - 4	19,998	18,474	1,524	1,000	524	RES
SCHLEIFER	9 - 1	22,240	17,508	4,732	1,000	3,732	NPZ
SCHLESSLINGER	11 - 3	28,703	23,690	5,013	1,000	4,013	UDD
SCHOLNICK	11 - 9	34,085	32,960	1,125	1,000	125	HPZ

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
SEALY	10 - 1	24,492	24,000	492	0	492	NHD
SEBAGO	7 - 3	19,392	17,410	1,982	1,000	982	M&B
SECOLA	5 - 4	16,145	14,726	1,419	1,000	419	RES
SEIDEN	12 - 2	33,326	33,000	326	0	326	UDD
SEKO	10 - 1	24,492	21,398	3,094	1,000	2,094	PDR
SHAKLIK	11 - 5	30,497	29,219	1,278	1,000	278	UDD
SHEA, D.	11 - 8	33,188	30,713	2,475	1,000	1,475	RES
SHEA, M.	13 - 1	38,351	38,351	0	0	0	RES
SHELTON	8 - 4	22,148	19,333	2,815	1,000	1,815	M&B
SHONIAN	16 - *	64,465	64,359	106	0	106	EXD
SMITH, J.	13 - 7	46,019	44,570	1,449	1,337	112	NHD
SMITH, LINDA	10 - 1	24,492	23,500	992	500	492	HP2
SMITH, RITA	8 - 7	24,161	22,431	1,730	1,000	730	PDR
SOLBERG	10 - 2	25,308	25,000	308	0	308	DTR
STRICKLAND	6 - 8	20,175	19,126	1,049	1,000	49	M&B
TENTINDO	11 - 4	29,600	25,750	3,850	1,000	2,850	UDD
TITCOMB	5 - 5	16,634	14,726	1,908	1,000	908	RES
TODISCO	11 - 4	29,600	26,780	2,820	1,000	1,820	UDD
TOMASZ	12 - 7	38,701	35,682	3,019	1,100	1,919	EDS
TUTTLE	10 - 2	25,308	20,020	5,288	1,000	4,288	DTR
THOHIG	13 - 6	44,741	42,700	2,041	1,281	760	LAW
VALERIO	5 - 5	16,634	14,726	1,908	1,000	908	RES
WALL	12 - 1	32,251	30,130	2,121	1,000	1,121	NP2
WALLACE	7 - 4	19,998	19,500	498	0	498	UDD
WALLING	11 - 7	32,291	28,772	3,519	1,000	2,519	NP2
WARNER	12 - 6	37,626	36,521	1,105	1,096	9	M&B
WARREN	8 - 2	20,806	18,500	2,306	1,000	1,306	M&B
WEBB	14 - 4	49,852	47,491	2,361	1,425	936	DTR
WELBY	9 - 5	25,204	20,000	5,204	1,000	4,204	DTR
WELLS	7 - 2	18,786	18,000	786	500	286	NP2
WERMIEL	13 - 4	42,185	42,000	185	0	185	PDR
WESSLING	13 - 4	42,185	37,400	4,785	1,122	3,663	UDD

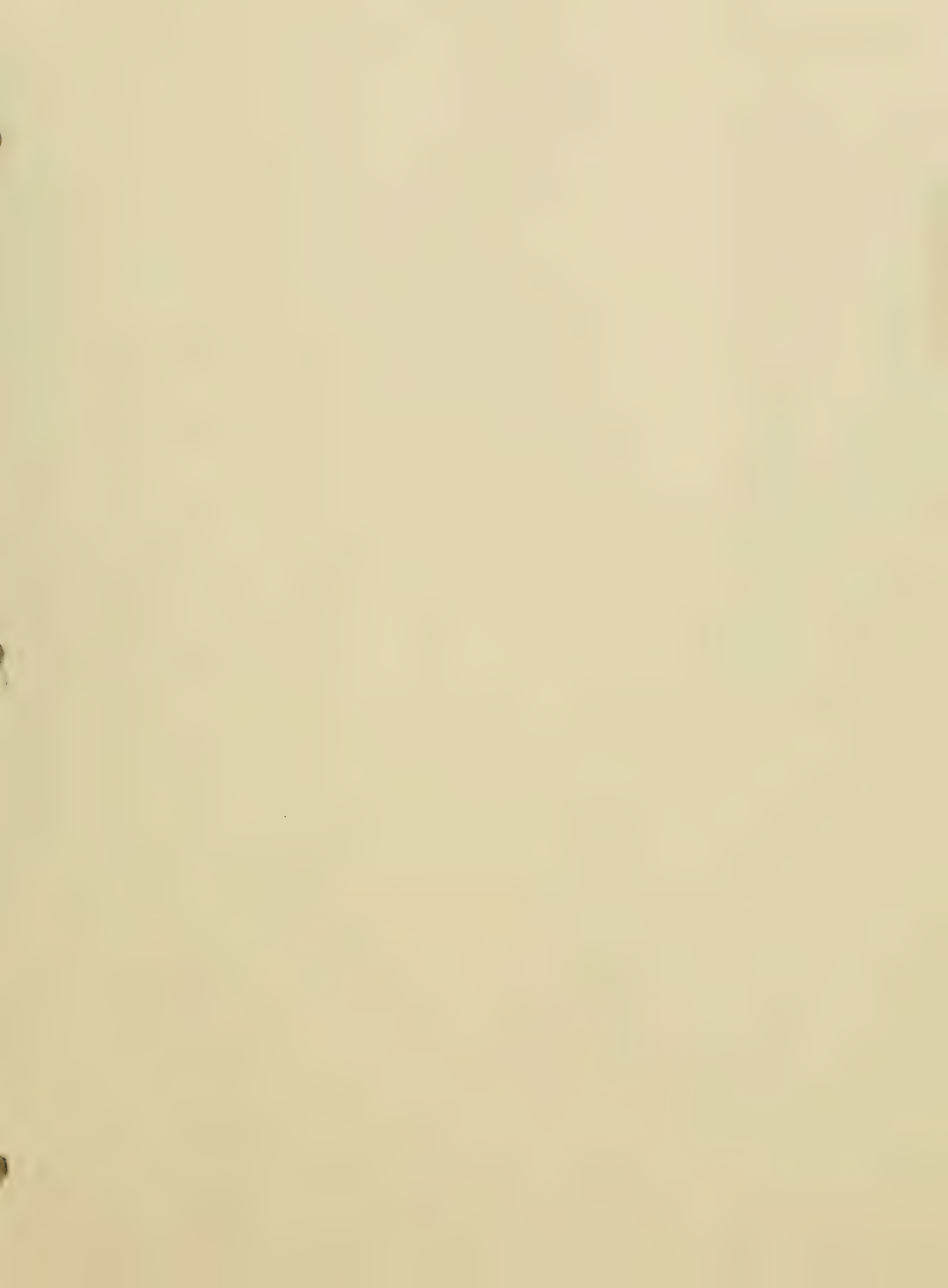
EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
WHITE	6 - 8	20,175	18,741	1,434	1,000	434	RES
WHITLOCK	5 - 5	16,634	14,726	1,908	1,000	908	RES
WHITMAN	13 - 5	43,463	38,063	5,400	1,142	4,258	DIR
WHITNEY, D.	12 - 10	41,926	40,608	1,318	1,218	100	LAW
WHITNEY, W.	14 - 3	48,341	48,341	0	0	0	UOD
WILLIAMS	7 - 2	18,786	18,000	786	500	286	LAW
WILSON, A.	11 - 5	30,497	29,000	1,497	1,000	497	NHD
WILSON, J.	9 - 7	26,686	22,880	3,806	1,000	2,806	RES
WINSTON	13 - 8	47,297	45,774	1,523	1,373	150	M&B
WONG	7 - 4	19,998	18,296	1,702	1,000	702	EDS
WOODS	5 - 3	15,656	14,726	930	1,000	(70)	RES
WORONOFF	10 - 8	30,204	29,011	1,193	1,000	193	M&B
YEE	9 - 4	24,463	20,330	4,133	1,000	3,133	M&B
YEH	11 - 2	27,806	25,000	2,806	500	2,306	NHD
ZAMBUTO	8 - 6	23,490	21,417	2,073	1,000	1,073	DIR
ZAPATA	12 - 1	32,251	30,000	2,251	1,000	1,251	NPZ
ZEIGLER	12 - *	48,916	47,491	1,425	1,425	(0)	NHD
ZEIPE	9 - 5	25,204	23,966	1,238	1,000	238	NHD
Avg/PERSON	10 5	\$31,058	\$28,925	\$2,133	\$866	\$1,267	
TOTAL		\$8,602,969	\$8,012,227	\$590,742	\$239,918	\$350,824	
PERCENT INCREASE				7.37%	2.99%	4.38%	



EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
COYLE	16 - 2	64,606	64,500	106	0	106	DIR
MCCANN	15 - 6	62,193	58,600	3,593	1,758	1,835	DIR
GARVER	15 - 2	55,085	53,300	1,785	1,599	186	DIR
WEBB	14 - 4	49,852	47,491	2,361	1,425	936	DIR
GRACE	14 - 3	48,341	43,500	4,841	1,305	3,536	DIR
MEMOLO	14 - 3	48,341	44,872	3,469	1,346	2,123	DIR
DRETER	14 - 2	46,830	45,000	1,830	1,350	480	DIR
HUGGINS	14 - 1	45,319	40,050	5,269	1,201	4,068	DIR
WHITMAN	13 - 5	43,463	38,063	5,400	1,142	4,258	DIR
PELLETIER	13 - 1	38,351	33,160	5,191	1,000	4,191	DIR
KNOWLES	12 - 6	37,626	35,508	2,118	1,065	1,053	DIR
MCLENNAN	11 - 9	34,085	29,874	4,211	1,000	3,211	DIR
MCGINN	10 - 6	28,572	26,214	2,358	1,000	1,358	DIR
SOLBERG	10 - 2	25,308	25,000	308	0	308	DIR
TUTTLE	10 - 2	25,308	20,020	5,288	1,000	4,288	DIR
WELBY	9 - 5	25,204	20,000	5,204	1,000	4,204	DIR
ZAMBUTO	8 - 6	23,490	21,417	2,073	1,000	1,073	DIR
FRYE	8 - 6	23,490	21,000	2,490	1,000	1,490	DIR
FLAHERTY, M.E.	7 - 6	21,210	18,725	2,485	1,000	1,485	DIR
RHONE	7 - 4	19,998	18,725	1,273	1,000	273	DIR
GROCCIA	7 - 3	19,392	19,000	392	0	392	DIR
CAREY	6 - 6	19,085	17,000	2,085	1,000	1,085	DIR



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EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
SIMONTAN	16 - *	64,465	64,359	106	0	106	EXD
MEALEY	10 - 8	30,204	28,162	2,042	1,000	1,042	EXD
GANNON	9 - 6	25,945	23,754	2,191	1,000	1,191	EXD



EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
MCNEIL	15 - 5	60,416	60,000	416	0	416	LAW
NETTER	15 - 4	58,639	56,640	1,999	1,699	300	LAW
KOUGEAS	13 - *	56,554	54,907	1,647	1,647	(0)	LAW
MULHERN	14 - 3	48,341	46,097	2,244	1,383	861	LAW
THWIG	13 - 6	44,741	42,700	2,041	1,281	760	LAW
MORRISON	14 - 1	45,319	45,319	0	0	0	LAW
WHITNEY, D.	12 - 10	41,926	40,608	1,318	1,218	100	LAW
DRISCOLL	12 - 8	39,776	38,110	1,666	1,143	522	LAW
CARLSON, J.	13 - 2	39,629	36,050	3,579	1,081	2,498	LAW
BROWN, W.	12 - 7	38,701	36,255	2,446	1,088	1,358	LAW
CAHILL	12 - 6	37,626	35,300	2,326	1,059	1,267	LAW
JENNINGS-FLYNN	12 - 4	35,476	31,930	3,546	1,000	2,546	LAW
KING, KELLY	12 - 2	33,326	31,000	2,326	1,000	1,326	LAW
BRESSLER	12 - 1	32,251	31,000	1,251	0	1,251	LAW
FITZGERALD, J.	11 - 6	31,394	28,811	2,583	1,000	1,583	LAW
GREENE	11 - 5	30,497	30,000	497	0	497	LAW
PAULANTHONY	10 - 7	29,388	29,000	388	0	388	LAW
JANJIGIAN	9 - 7	26,686	23,540	3,146	1,000	2,146	LAW
SARTORIO	8 - 9	25,503	23,055	2,448	1,000	1,448	LAW
CLARK, B.	9 - 5	25,204	22,973	2,231	1,000	1,231	LAW
LEE	8 - 7	24,161	22,660	1,501	1,000	501	LAW
MORGAN, D.	8 - 4	22,148	18,540	3,608	1,000	2,608	LAW
WILLIAMS	7 - 2	18,786	18,000	786	500	286	LAW

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
NOONAN, J.	15 - 4	58,639	53,300	5,339	1,599	3,740	M&B
COSTA	13 - *	50,520	49,049	1,471	1,471	(0)	M&B
WINSTON	13 - 8	47,297	45,774	1,523	1,373	150	M&B
DANENBARGER	13 - 8	47,297	45,581	1,716	1,367	348	M&B
DINNEEN	13 - 8	47,297	42,659	4,638	1,280	3,358	M&B
LAMB	13 - 5	43,463	43,463	0	0	0	M&B
MASON	13 - 5	43,463	43,463	0	0	0	M&B
KELLNER	13 - 4	42,185	36,847	5,338	1,105	4,233	M&B
HOON	12 - 6	37,626	36,565	1,061	1,097	(36)	M&B
WARNER	12 - 6	37,626	36,521	1,105	1,096	9	M&B
CANAVAN	12 - 2	33,326	32,000	1,326	500	826	M&B
FLAHERTY, L.	11 - 8	33,188	30,406	2,782	1,000	1,782	M&B
BROUILLARD	11 - 8	33,188	32,100	1,088	1,000	88	M&B
ARNOLD	11 - 6	31,394	28,809	2,585	1,000	1,585	M&B
GRANT	11 - 6	31,394	30,030	1,364	500	864	M&B
WORONOFF	10 - 8	30,204	29,011	1,193	1,000	193	M&B
BARD	10 - 6	28,572	25,358	3,214	1,000	2,214	M&B
DOWNEY	10 - 5	27,756	24,471	3,285	1,000	2,285	M&B
ORWISTON	9 - 8	27,427	24,914	2,513	1,000	1,513	M&B
CONNELLY	10 - 4	26,940	22,492	4,448	1,000	3,448	M&B
DACEY	10 - 4	26,940	23,850	3,090	1,000	2,090	M&B
SALTERS	10 - 4	26,940	22,729	4,211	1,000	3,211	M&B
CHANNELL	11 - 1	26,909	23,654	3,255	1,000	2,255	M&B
MAINES	9 - 5	25,204	25,000	204	0	204	M&B
MCCALLY, F.	9 - 5	25,204	22,152	3,052	1,000	2,052	M&B
DONAHUE	9 - 4	24,463	21,400	3,063	1,000	2,063	M&B
YEE	9 - 4	24,463	20,330	4,133	1,000	3,133	M&B
REDD	8 - 7	24,161	21,956	2,205	1,000	1,205	M&B
PERRY	9 - 3	23,722	21,512	2,210	1,000	1,210	M&B
HYDE	7 - 9	23,028	21,536	1,492	1,000	492	M&B
HEALY	8 - 5	22,819	20,335	2,484	1,000	1,484	M&B
JANKOWSKI	9 - 1	22,240	18,200	4,040	1,000	3,040	M&B

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

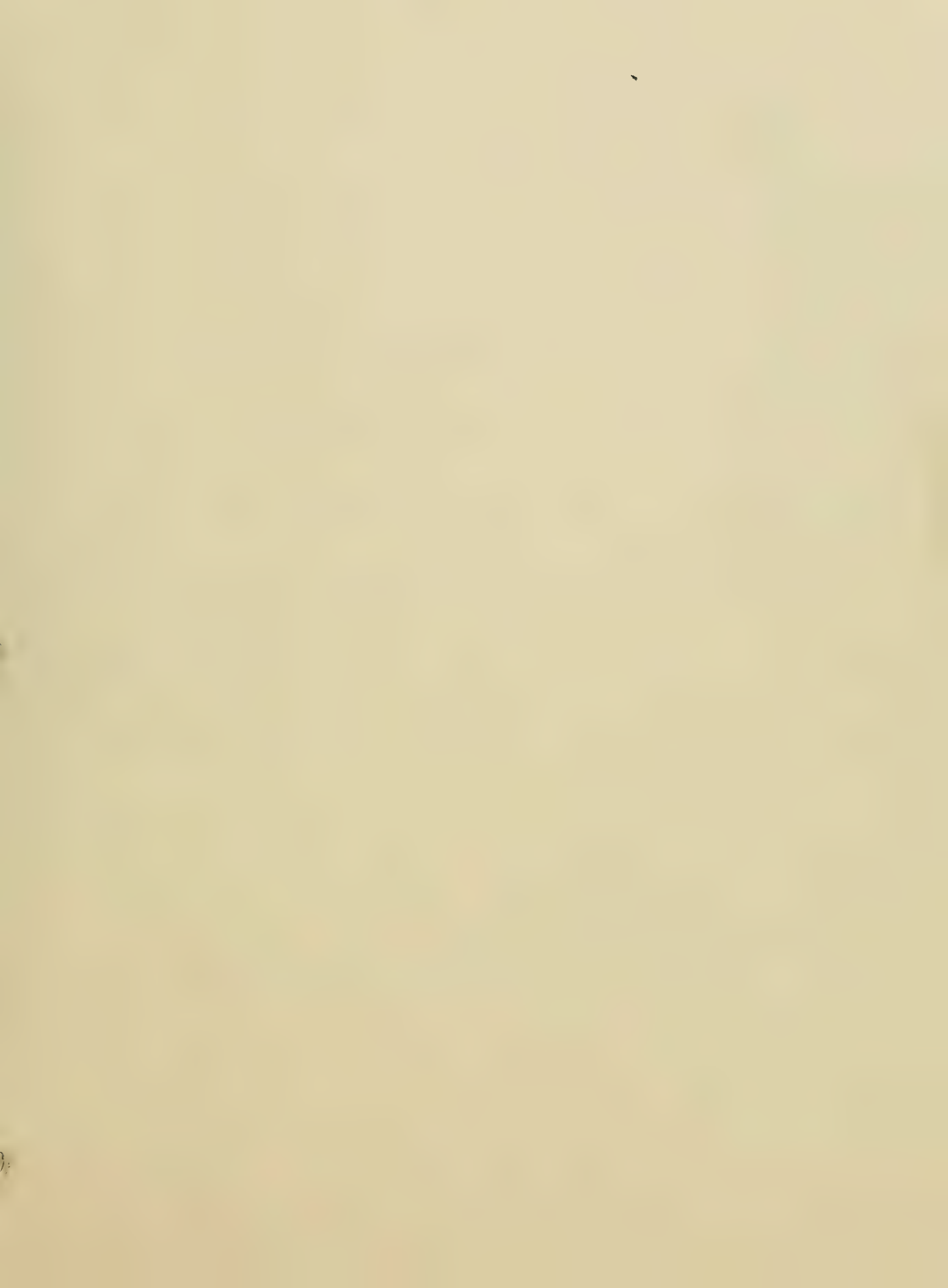
EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
CHIN	9 - 1	22,240	19,795	2,445	1,000	1,445	M&B
SHELTON	8 - 4	22,148	19,333	2,815	1,000	1,815	M&B
MARKS	7 - 7	21,816	20,800	1,016	1,000	16	M&B
DOHERTY	6 - *	21,598	20,598	1,000	1,000	0	M&B
O'DWYER, B.	8 - 3	21,477	18,923	2,554	1,000	1,554	M&B
WARREN	8 - 2	20,806	18,500	2,306	1,000	1,306	M&B
MOK	8 - 2	20,806	20,000	806	500	306	M&B
HALE	7 - 5	20,604	20,000	604	0	604	M&B
CONNOR	7 - 5	20,604	19,504	1,100	1,000	100	M&B
STRICKLAND	6 - 8	20,175	19,126	1,049	1,000	49	M&B
GRAY	8 - 1	20,135	17,500	2,635	1,000	1,635	M&B
BEARD	7 - 4	19,998	17,420	2,578	500	2,078	M&B
BAGLIONE	7 - 4	19,998	18,695	1,303	1,000	303	M&B
SEBAGO	7 - 3	19,392	17,410	1,982	1,000	982	M&B
LOONEY	4 - 8	16,178	14,726	1,452	1,000	452	M&B
FOLEY	3 - *	15,277	14,277	1,000	1,000	0	M&B
BUTLER	4 - 5	14,867	12,758	2,109	1,000	1,109	M&B
O'CONNELL	4 - 4	14,430	12,740	1,690	500	1,190	M&B

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
GANZ	15 - 4	58,639	55,950	2,689	1,678	1,011	PDR
AVAILT	13 - 6	44,741	44,741	0	0	0	PDR
HERMEL	13 - 4	42,185	42,000	185	0	185	PDR
PERKINS	13 - 1	38,351	35,476	2,875	0	2,875	PDR
LEWIS, MARGE	12 - 3	34,401	32,000	2,401	1,000	1,401	PDR
MCCLURE	12 - 3	34,401	32,000	2,401	1,000	1,401	PDR
BROWN, J.	12 - 2	33,326	33,326	0	0	0	PDR
HAFREY	11 - 2	27,806	26,044	1,762	1,000	762	PDR
KING, KIM	10 - 3	26,124	25,000	1,124	1,000	124	PDR
JOHNSON, M.	10 - 2	25,308	22,660	2,648	1,000	1,648	PDR
SEKO	10 - 1	24,492	21,398	3,094	1,000	2,094	PDR
ORTOLA	10 - 1	24,492	20,598	3,894	1,000	2,894	PDR
SMITH, RITA	8 - 7	24,161	22,431	1,730	1,000	730	PDR
ONANIAN	9 - 1	22,240	20,000	2,240	500	1,740	PDR
MICHAUX	7 - 5	20,604	19,500	1,104	500	604	PDR

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
LEIGH	15 - 1	53,308	53,308	0	0	0	HPZ
ENGLISH	14 - 1	45,319	45,319	0	0	0	HPZ
DUNCAN	13 - 4	42,185	42,185	0	0	0	HPZ
REILLY	12 - 9	40,851	39,489	1,362	1,185	178	HPZ
BROPHY	12 - 8	39,776	37,400	2,376	1,122	1,254	HPZ
BURKE, R.	12 - 4	35,476	35,000	476	0	476	HPZ
SCHOLNICK	11 - 9	34,085	32,960	1,125	1,000	125	HPZ
BROWN, GARY	11 - 7	32,291	31,034	1,257	1,000	257	HPZ
HADZIPASIC	12 - 1	32,251	26,750	5,501	1,000	4,501	HPZ
HALHORTA	11 - 6	31,394	31,000	394	0	394	HPZ
MCCORMACK, M.	11 - 1	26,909	25,000	1,909	500	1,409	HPZ
GRIFFIN	10 - 3	26,124	25,500	624	500	124	HPZ
SMITH, LINDA	10 - 1	24,492	23,500	992	500	492	HPZ
HARDING	7 - 7	21,816	21,000	816	500	316	HPZ
MCCORMACK, D.	7 - 4	19,998	19,000	998	500	498	HPZ
HARRISON	6 - 7	19,630	18,200	1,430	1,000	430	HPZ



EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	RECLASS	DEPARTMENT
BOURQUE	15 - 1	53,308	53,308	0	0	0	NPZ
FORBES	13 - 4	42,185	42,185	0	0	0	NPZ
KOFF	12 - 8	39,776	37,941	1,835	1,138	697	NPZ
MATHIESON	12 - 8	39,776	37,749	2,027	1,132	895	NPZ
HILDEBRAND	8 - 10	36,174	21,668	14,506	1,000	13,506	NPZ
WALLING	11 - 7	32,291	28,772	3,519	1,000	2,519	NPZ
WALL	12 - 1	32,251	30,130	2,121	1,000	1,121	NPZ
ZAPATA	12 - 1	32,251	30,000	2,251	1,000	1,251	NPZ
SARAVELAS	11 - 6	31,394	29,842	1,552	1,000	552	NPZ
BOENEL	11 - 6	31,394	28,839	2,555	1,000	1,555	NPZ
MONTERIO	10 - 7	29,388	27,805	1,583	1,000	583	NPZ
BELL	11 - 2	27,806	24,023	3,783	1,000	2,783	NPZ
LAMONT	11 - 2	27,806	23,500	4,306	1,000	3,306	NPZ
HAMILTON	11 - 2	27,806	23,500	4,306	1,000	3,306	NPZ
SCHLEIFER	9 - 1	22,240	17,508	4,732	1,000	3,732	NPZ
MASTROGIACOMO	8 - 2	20,806	16,480	4,326	1,000	3,326	NPZ
WELLS	7 - 2	18,786	18,000	786	500	286	NPZ

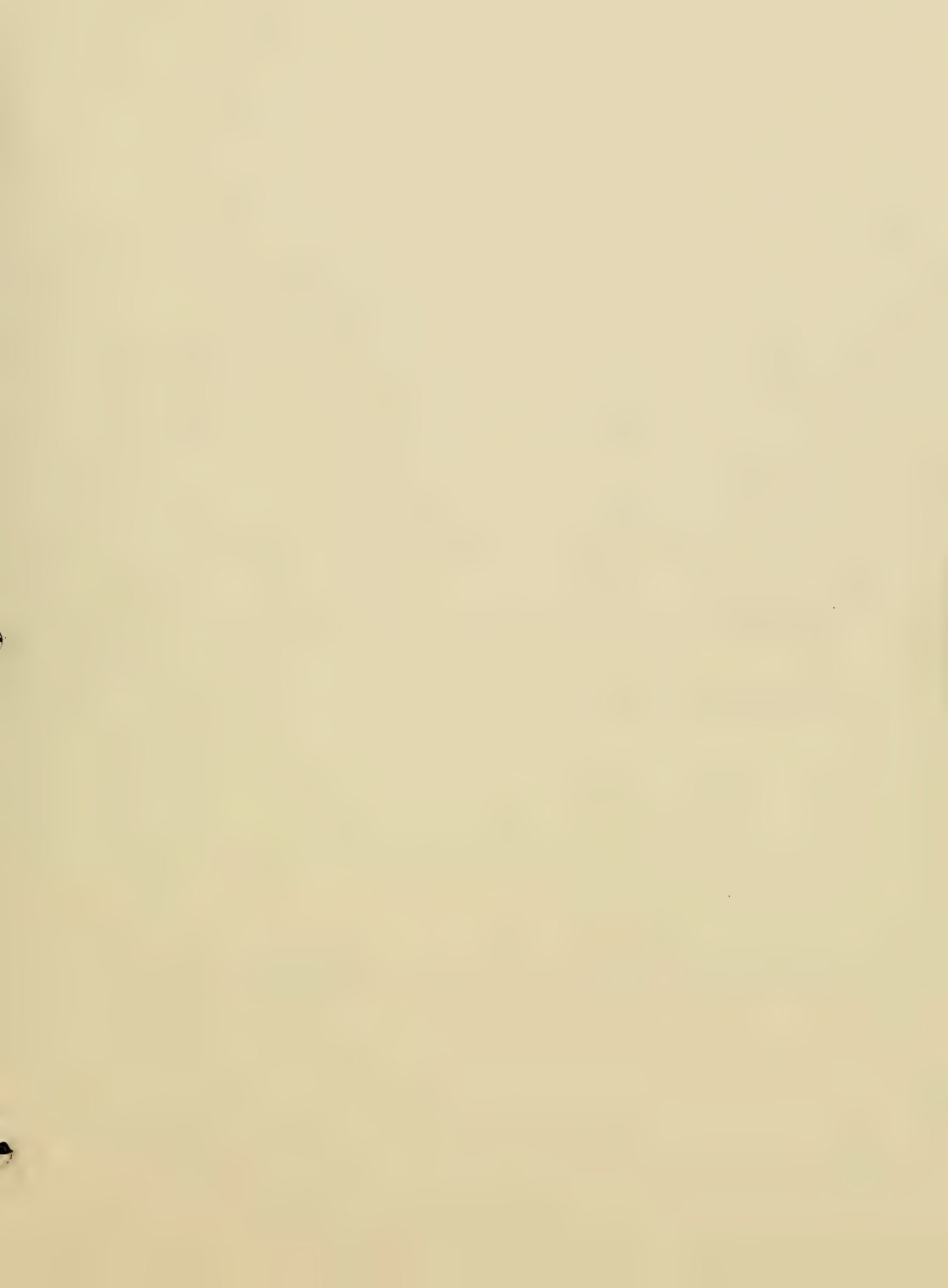
EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
REAVIS	15 - 1	53,308	53,308	0	0	0	EDS
ORPIN	13 - 9	48,575	48,575	0	0	0	EDS
BARBATO	13 - 6	44,741	43,207	1,534	1,296	238	EDS
DONNELLY	12 - *	43,962	42,682	1,280	1,280	(0)	EDS
ADAMS	12 - 9	40,851	38,825	2,026	1,165	861	EDS
HONG	12 - 8	39,776	37,139	2,637	1,114	1,523	EDS
TOMASZ	12 - 7	38,701	35,682	3,019	1,100	1,919	EDS
MERTENS	12 - 6	37,626	34,783	2,843	1,043	1,800	EDS
GLASSMAN	12 - 4	35,476	30,900	4,576	1,000	3,576	EDS
CARLSON, D.	12 - 1	32,251	28,325	3,926	1,000	2,926	EDS
MINASTAN	11 - 5	30,497	27,528	2,969	1,000	1,969	EDS
HURLEY, K.	10 - 8	30,204	25,026	5,178	1,000	4,178	EDS
MCBRIEN	9 - 10	28,909	27,528	1,381	1,000	381	EDS
HEBERT	11 - 2	27,806	25,145	2,661	1,000	1,661	EDS
NETTZ	9 - 6	25,945	23,554	2,391	1,000	1,391	EDS
GAUDETTE	9 - 4	24,463	20,330	4,133	1,000	3,133	EDS
LEBLANC	8 - 6	23,490	22,000	1,490	1,000	490	EDS
PEARMAIN	8 - 6	23,490	21,536	1,954	1,000	954	EDS
QUIRK	8 - 2	20,806	18,000	2,806	1,000	1,806	EDS
HARRIS	7 - 5	20,604	18,618	1,986	1,000	986	EDS
FIELDS, T.	7 - 4	19,998	18,036	1,962	1,000	962	EDS
HONG	7 - 4	19,998	18,296	1,702	1,000	702	EDS

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
BARTOSIAK	15 - 1	53,308	53,308	0	0	0	RES
DHYER, E.	13 - 5	43,463	43,463	0	0	0	RES
COVIELLO	12 - *	43,129	41,873	1,256	1,256	(0)	RES
SHEA, M.	13 - 1	38,351	38,351	0	0	0	RES
GEORGE	13 - 1	38,351	30,497	7,854	0	7,854	RES
HURNEY	11 - 9	34,085	32,884	1,201	1,000	201	RES
FUMARA	11 - 9	34,085	33,000	1,085	1,000	85	RES
GOLDSTIEN	11 - 8	33,188	32,000	1,188	1,000	188	RES
SHEA, D.	11 - 8	33,188	30,713	2,475	1,000	1,475	RES
KEARNEY, M.	11 - 6	31,394	28,206	3,188	1,000	2,188	RES
KENNEALLY	10 - 6	28,572	26,750	1,822	1,000	822	RES
HURLEY, D.	10 - 6	28,572	26,500	2,072	1,000	1,072	RES
MCMAULIFFE	10 - 6	28,572	26,475	2,097	1,000	1,097	RES
CLARK, D.	9 - 9	28,168	25,990	2,178	1,000	1,178	RES
WILSON, J.	9 - 7	26,686	22,880	3,806	1,000	2,806	RES
PENTA	8 - 10	26,174	24,710	1,464	1,000	464	RES
MCNAMARA, W.	10 - 3	26,124	23,421	2,703	1,000	1,703	RES
MULLIGAN	10 - 3	26,124	22,000	4,124	1,000	3,124	RES
FLEBOTTE	9 - 6	25,945	24,065	1,880	1,000	880	RES
DEROSA	7 - *	25,005	24,005	1,000	1,000	0	RES
DEVINE	7 - 9	23,028	20,800	2,228	1,000	1,228	RES
BEATON	8 - 5	22,819	21,381	1,438	1,000	438	RES
MARTIN	6 - 9	20,720	16,349	4,371	1,000	3,371	RES
WHITE	6 - 8	20,175	18,741	1,434	1,000	434	RES
SCALFANI	7 - 4	19,998	18,474	1,524	1,000	524	RES
DYDZAK	7 - 4	19,998	14,726	5,272	1,000	4,272	RES
FARRELL	6 - 7	19,630	17,222	2,408	1,000	1,408	RES
O'DHYER, J.	6 - 7	19,630	18,221	1,409	1,000	409	RES
RYAN, W.	6 - 6	19,085	17,638	1,447	1,000	447	RES
GAFFEY	6 - 6	19,085	17,597	1,488	1,000	488	RES
CINELLI	6 - 6	19,085	17,222	1,863	1,000	863	RES
HONELL-JONES	6 - 6	19,085	16,831	2,254	1,000	1,254	RES



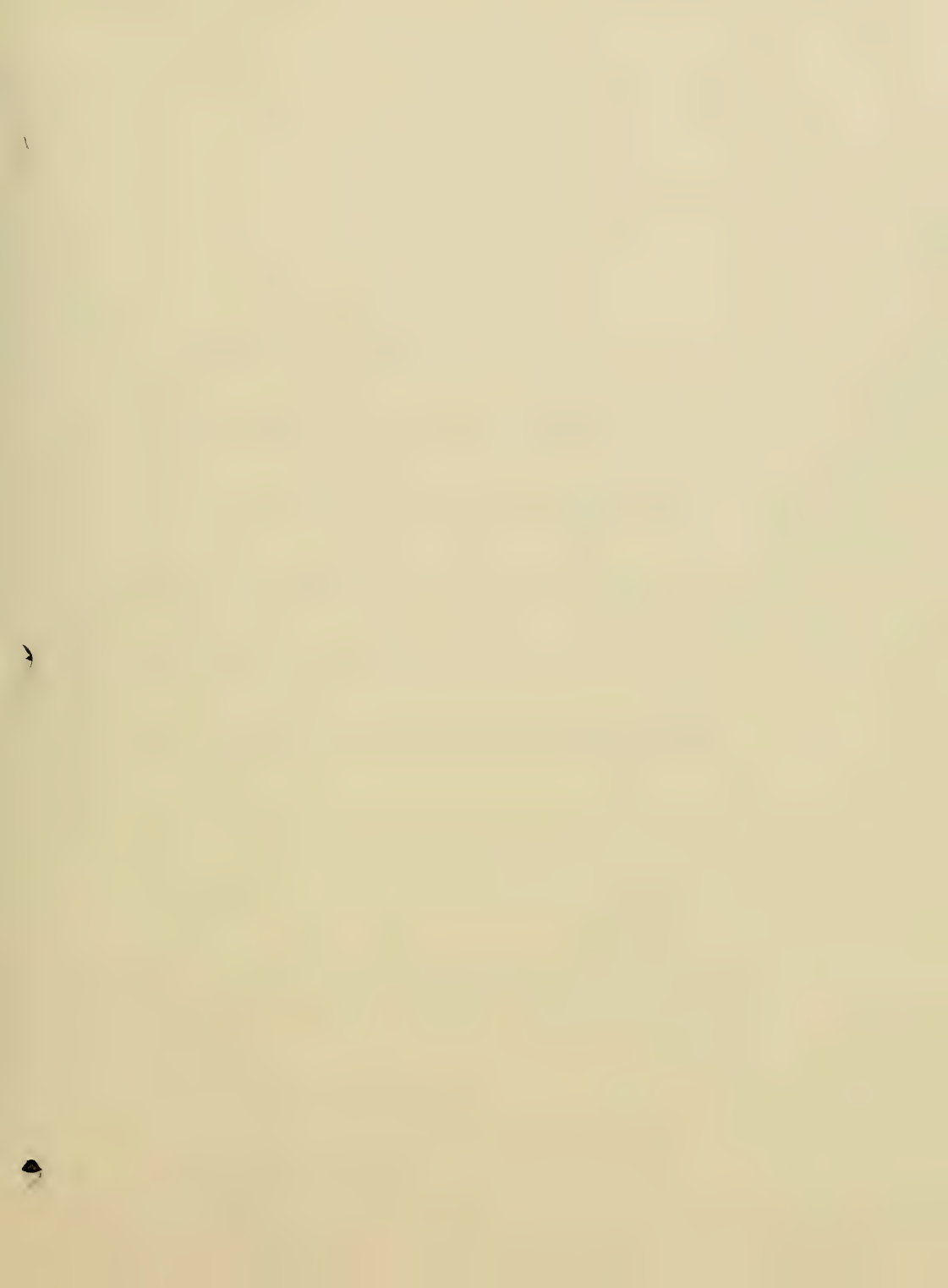
EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
MCLAUGHLIN	6 - 3	17,450	15,933	1,517	1,000	517	RES
NEALON	5 - 6	17,123	14,726	2,397	1,000	1,397	RES
DONLAN, J.	5 - 5	16,634	14,726	1,908	1,000	908	RES
FULCHER	5 - 5	16,634	14,726	1,908	1,000	908	RES
MCNAMARA, E.	5 - 5	16,634	14,726	1,908	1,000	908	RES
WHITLOCK	5 - 5	16,634	14,726	1,908	1,000	908	RES
OSORIO	5 - 5	16,634	14,726	1,908	1,000	908	RES
MANNING	5 - 5	16,634	14,726	1,908	1,000	908	RES
BUTTIGLIERI	5 - 5	16,634	14,726	1,908	1,000	908	RES
VALERIO	5 - 5	16,634	14,726	1,908	1,000	908	RES
TITCOMB	5 - 5	16,634	14,726	1,908	1,000	908	RES
RYAN, A.	5 - 5	16,634	14,726	1,908	1,000	908	RES
SECOLA	5 - 4	16,145	14,726	1,419	1,000	419	RES
BURKE, E.	5 - 4	16,145	14,726	1,419	1,000	419	RES
WOODS	5 - 3	15,656	14,726	930	1,000	(70)	RES
LOCKHART	5 - 3	15,656	14,726	930	1,000	(70)	RES



EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
MILLETT	15 - 5	60,416	56,650	3,766	1,699	2,067	NHD
ZEIGLER	12 - *	48,916	47,491	1,425	1,425	(0)	NHD
SMITH, J.	13 - 7	46,019	44,570	1,449	1,337	112	NHD
OLDER	14 - 1	45,319	45,319	0	0	0	NHD
ABDUS-SABUR	14 - 1	45,319	45,319	0	0	0	NHD
MCCILLVAY	13 - 6	44,741	42,651	2,090	1,280	811	NHD
BAKER, D.	12 - *	42,443	41,207	1,236	1,236	(0)	NHD
ALI SALAM	13 - 3	40,907	40,907	0	0	0	NHD
DALY	13 - 2	39,629	37,599	2,030	1,128	902	NHD
FAVORITO	12 - 6	37,626	35,500	2,126	1,065	1,061	NHD
REGAN	12 - 5	36,551	35,000	1,551	1,050	501	NHD
FARIA	12 - 5	36,551	34,872	1,679	1,046	633	NHD
DILLWORTH	12 - 5	36,551	31,930	4,621	1,000	3,621	NHD
JACKLIN	12 - 2	33,326	31,271	2,055	1,000	1,055	NHD
CAMERON	12 - 2	33,326	33,000	326	0	326	NHD
MILLER, D.	11 - 8	33,188	32,141	1,047	1,000	47	NHD
LEWIS, MAJOR	11 - 8	33,188	31,475	1,713	1,000	713	NHD
FONG	11 - 7	32,291	31,000	1,291	500	791	NHD
WILSON, A.	11 - 5	30,497	29,000	1,497	1,000	497	NHD
YEH	11 - 2	27,806	25,000	2,806	500	2,306	NHD
MCCALL, J.	9 - 8	27,427	25,616	1,811	1,000	811	NHD
BURNS	11 - 1	26,909	25,000	1,909	500	1,409	NHD
MONESTIME	11 - 1	26,909	23,678	3,231	1,000	2,231	NHD
CINCOTTA	9 - 7	26,686	24,205	2,481	1,000	1,481	NHD
ZEIPE	9 - 5	25,204	23,966	1,238	1,000	238	NHD
SEALY	10 - 1	24,492	24,000	492	0	492	NHD
MORGAN, J.	7 - 9	23,028	21,500	1,528	1,000	528	NHD
GYANFI	7 - 9	23,028	21,847	1,181	1,000	181	NHD
GIBBS	8 - 4	22,148	21,000	1,148	500	648	NHD
DEVITT	6 - *	21,862	20,862	1,000	1,000	0	NHD
DENNIS	7 - 6	21,210	19,500	1,710	1,000	710	NHD
DEJESUS	7 - 4	19,998	18,025	1,973	1,000	973	NHD



EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
ALLEN	15 - 5	60,416	55,950	4,466	1,678	2,788	UDD
WHITNEY, W.	14 - 3	48,341	48,341	0	0	0	UDD
KROIN	13 - 8	47,297	45,880	1,417	1,376	40	UDD
RUSSELL	14 - 2	46,830	45,500	1,330	683	648	UDD
FISCHMAN	13 - 6	44,741	43,344	1,397	1,300	97	UDD
WESSLING	13 - 4	42,185	37,400	4,785	1,122	3,663	UDD
BARROS	12 - 8	39,776	38,400	1,376	1,152	224	UDD
KAREN	13 - 2	39,629	35,280	4,349	1,058	3,291	UDD
ERICKSON	12 - 6	37,626	36,340	1,286	1,090	196	UDD
MUIRHEAD	12 - 5	36,551	33,160	3,391	1,000	2,391	UDD
MAISTROS	12 - 4	35,476	32,100	3,376	1,000	2,376	UDD
KOSTARAS	12 - 3	34,401	29,860	4,541	1,000	3,541	UDD
DEAMESTI	12 - 3	34,401	30,000	4,401	500	3,901	UDD
PATROSE	12 - 3	34,401	29,425	4,976	1,000	3,976	UDD
SEIDEN	12 - 2	33,326	33,000	326	0	326	UDD
FIELDS, B.	12 - 1	32,251	30,000	2,251	1,000	1,251	UDD
KIY	12 - 1	32,251	31,000	1,251	500	751	UDD
FEIN	11 - 5	30,497	28,355	2,142	1,000	1,142	UDD
SHAKLIK	11 - 5	30,497	29,219	1,278	1,000	278	UDD
TODISCO	11 - 4	29,600	26,780	2,820	1,000	1,820	UDD
TENTINDO	11 - 4	29,600	25,750	3,850	1,000	2,850	UDD
SCHLESSELINGER	11 - 3	28,703	23,690	5,013	1,000	4,013	UDD
GREEN	11 - 3	28,703	28,000	703	500	203	UDD
CONSTANTINO	9 - 5	25,204	22,072	3,132	1,000	2,132	UDD
LANDRUM	7 - 10	23,634	22,263	1,371	1,000	371	UDD
WALLACE	7 - 4	19,998	19,500	498	0	498	UDD

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24-Sep-86

EMPLOYEE CLASSIFICATIONS AND SALARIES BY DEPARTMENT

EMPLOYEE	GRADE-STEP	NEW SALARY	PRESENT SALARY	TOTAL CHANGE	DUE TO C.O.L.	DUE TO RECLASS	DEPARTMENT
AVG/PERSON	10 5	\$31,031	\$28,918	\$2,112	\$866	\$1,246	
TOTAL		\$8,595,459	\$8,010,371	\$585,088	\$239,918	\$345,170	
PERCENT INCREASE				7.30%	3.00%	4.31%	

